
2002 - 2005 STRATEGIC WORK PLAN



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S T R A T E G I C W O R K P L A N

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2002-2005 Three Year Strategic Goal	2002-2003 Year One Objective	2002-2003 Year One Action Plan
<p><u>III. Collaborative Program/Service Delivery:</u> <i>Participating districts will utilize school-linked service delivery agreements (before, during, and after school) to improve the communication and strengthen partnerships.</i></p> <p><u>Priority Area:</u></p> <p>A. Before & After School Programming <i>School districts that offer City of San Jose sponsored before and after school programming, will have common-use agreements that reflect the needs of the school(s)/school districts, and the City of San Jose.</i></p>	<p>3.A The Collaborative will work with the school districts to develop district specific program/service delivery plans.</p> <p><u>Priority Area:</u></p> <p>A.A Child development and education programming will be integrated into specific before and after school programming, to support a “cradle to career” development perspective</p> <p>A.B An annual program evaluation will be administered by before and after school programs, to offer a better method of tracking desired service outcomes and program successes.</p> <p>A.C Funding for all before and after school programs will be stabilized through partnerships, as well as by identifying new funding/legislation opportunities.</p>	<p><u>Priority Area:</u></p> <p>A.1 Build in City after-school re-assessment program for 02-03</p>

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<p><u>Priority Area:</u></p> <p>B. Kindergarten Readiness: <i>School districts and the City of San Jose will work together to increase the number and availability of early care & learning programs that improve kindergarten readiness.</i></p>	<p>B.B School districts will collaborate in implementing the City of San José's Five Point Childcare Initiative, and childcare Strategic Plan. Areas of collaboration can include, but are not limited:</p> <ul style="list-style-type: none"> - Facilities - Funding - Community Outreach - Coordination - Operational Support 	<p>B.1 Support and participate in current childcare initiatives/projects, such as:</p> <ul style="list-style-type: none"> - Mayor's Five Point Plan - 0-5 Collaborative with Children and Families First Commission - Downtown Childcare development - Smart Start
<p><u>Priority Area:</u></p> <p>C. Safety and Violence Prevention: <i>The Mayor's Gang Prevention Task Force will work with the Collaborative to identify ways to maintain safer schools and communities.</i></p>	<p>C.C The Schools/City Collaborative will have a designated representative sit on the Mayor's Gang Prevention Task Force Technical Team & Policy Team, to increase the Communication and access to safety/violence prevention programs</p>	<p>C.1 Mayor's Gang Prevention Task Force (MGPTF) will serve as the primary implementers of prevention, intervention and suppression programming on school campuses for the Collaborative.</p> <p>C.2 The priorities of the Collaborative; Domestic Violence, Truancy, Safe school climate are included and will be addressed in the MGPTF 2000-2003 work plan.</p>

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Strategic Area Two: Teacher Recruitment/Retention	<i>The recruitment and retention of qualified, and certified teachers is a challenge facing each school district across the county. The Collaborative should continue to work to identify resources, funding and partnerships that increase the number of credential teachers being hired in San Jose schools.</i>	
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<i>The City of San Jose and San Jose school districts will offer the most teacher friendly incentives, that promote and support the recruitment and retention of the most qualified teachers from within the County, as wells the State.</i>	<ol style="list-style-type: none"> 1) San José schools will come together better coordinate strategies/resources to attract and retain the best qualified teachers to teach in San José. 2) San José schools will identify and develop a base-line credential induction template for incoming teachers, to be used in ALL participating school districts. 3) City of San Jose/School Districts will develop teacher retention program and activities 	<ol style="list-style-type: none"> 1.1 City of San José will make available all teacher friendly recruiting materials prepared by the City of San José 1.2 Develop workplan that brings schools, and public/private resources to teacher recruitment (i.e. a recruitment team, sponsorships, funding, travel expenses, etc.) 2.1 Work with San Jose school districts to draft credential induction template, that enables teachers to move from district to district without having to fulfill additional requirements asked of other districts. 3.1 Conduct teacher focus groups and surveys to identify the needs of San Jose teachers, and which services are being fully utilized

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Strategic Area Three: Funding/Legislation	<i>There are 19 school districts that participate in the Schools/City Collaborative, each face its own opportunities and challenges. The Collaborative must work together as the third largest school district in California when prioritizing funding/legislation.</i>	
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<i>The Schools/City Collaborative will initiate legislative initiatives that benefit the education of San José students.</i>	<ol style="list-style-type: none"> 1) The Schools/City Collaborative will develop a resource development committee. The committee will serve as a funding/legislative resource for the Collaborative. 2) The Collaborative will with school districts to study the feasibility of retaining a "legislative advocacy" service. 3) The Collaborative will prioritize legislation and funding strategies for 2002-2003. 	<ol style="list-style-type: none"> 1.1 Convene workgroup and establish goals, outcomes, and protocols for committee; <ul style="list-style-type: none"> - Membership - Meeting schedule, etc. 2.1 Inventory existing local, state and national "legislative advocacy" services, for San Jose district, and review funding options to enable the Collaborative to develop a unified strategy 3.1 Prepare Two joint-district/City of San Jose funding initiatives